第10講　　SFC 超長文演習②

次の文章に関して，空所補充問題と読解問題の二つがあります。まず，［1］から［12］の空欄を埋めるのに，文脈的に最も適切な語を選びなさい。次に，内容に関する［13］から［16］の設問は，文章の内容から見て最も適切なものを選びなさい。

That something is actually three things. First, women's pay is extremely sensitive to whether or not they have children. In Britain, for example, where this issue has been studied intensively, the average pay earned by a woman begins to fall shortly before the birth of her first child and continues to drop until the child becomes a teenager. Although earnings begin to［1］(1. revive　2. accumulate　3. level off) once the first child passes the age of twenty or so, they never fully recover. The earnings drop associated with motherhood is close to one-third, and only one-third of that drop is regained after［2］(1. the bottle　2. the container　3. the nest) is empty. American data suggest that the same pattern is present on［3］(1. the coverage　2. this side　3. the region) of the Atlantic.

The parenthood pay declines suffered by women stem from a variety of sources: Some are［4］(1. put on　2. put out　3. put off) the "mommy track," with reduced responsibilities and hours of work; others move to different employers around the time their first child is born, taking jobs that offer more flexible work schedules but offer［5］(1. characteristically　2. unduly　3. correspondingly) lower pay as well.

今日のポイント

< 語彙 >

< 論理構成 >

Overall, a woman with average skills who has a child at age twenty-four can expect to receive nearly $1 million less compensation over her career, [6] (1. as 2. compared to 3. over) one who remains childless. It is worth emphasizing that no similar effect is observed with men. In fact, there is some evidence that men with children are actually paid more than men without children. These findings strongly suggest a fact that will [7] (1. consider 2. show 3. come) as no surprise to most people: Despite the widespread entry of women into the labor force, they retain the primary responsibility for child care at home, and their careers suffer as a result.

The second factor at work in explaining male-female wage differences is occupational selection. Compared to women, men tend to be concentrated in paid employment that is dangerous or unpleasant. Commercial fishing, construction, law enforcement, firefighting, truck driving, and mining, to name but a few, are occupations that are much more dangerous than average and are dominated by men. As a result, men represent 92 percent of all occupational deaths. Hazardous jobs offer what is known as a compensating differential, extra pay for [8] (1. avoiding 2. assuming 3. allowing) the differential risk of death or injury on the job. In equilibrium, these extra wages do no more than offset the extra hazards. So even though measured earnings look high relative to the educational and other requirements of the jobs, appearances are deceiving.

< 語彙 >

< 論理構成 >

After [9] (1. adjusting for 2. minimizing 3. dealing with) risk, the value of that pay is really no greater than for less hazardous employment — but the appearance of higher pay contributes to the measured gender gap.

The third key factor influencing pay is hours of work. Men are more than twice as likely as women to work in excess of fifty hours a week in paid employment. Overall, the average paid workweek for men is about 15 percent longer than it is for women. Men are also more likely than women to be in full-time, rather than part-time, paid employment, and the wage differences here can be huge. Working an average of forty-four hours per week versus thirty-four hours per week, for example, yields more than twice the pay, [10] (1. sensitive to 2. considering 3. regardless of) gender. This substantial gender gap in hours of paid work is due in part to the "mommy track" phenomenon, but the question that remains is, does this constitute discrimination on the part of employers, or is it the result of choices by women?

Although we cannot answer that question definitively, there is reason to believe that some differences in occupational choice are due to discrimination. For example, the highest-paying blue-collar jobs are typically union jobs, and industrial and crafts unions have had a long history of opposition to women as members. Or consider medicine. Women are becoming much more numerous in specialties such as dermatology and radiology, where schedules tend to be more flexible, hours of work can be limited, and part-time practice is feasible.

＜語彙＞

＜論理構成＞

But many physicians would argue that the noticeable underrepresentation of women in the high-paying surgical specialties is partly the result of discrimination against women, [11] (1. thus 2. rather than 3. when) reflecting the occupational choices preferred by women. If this argument is correct, then even if women in a given specialty are paid the same as men in that specialty, the exclusion of women from high-paying slots will lower their average wages and make them worse off.

The extent of gender discrimination in the workplace is [12] (1. assumed 2. inclined 3. unlikely) to be definitively settled anytime soon. Measured earnings differences, even those that account for experience, education, and other factors, clearly overstate the true pay gap between equally qualified men and women. Just as surely, however, given the heavier parenting demands typically made on women, even when they receive equal pay, it is not for equal work.

[Miller, RL, The Economics of Public Issues, 15th Ed, 2008. Reprinted by permission of Pearson Education, Inc.]

(11 慶應義塾大　総合政策)

< 語彙 >

< 論理構成 >

[13]　According to the 1st and 2nd paragraphs, which of the following is correct about the relationship between motherhood and women's pay?

１. In Britain, having a child is a major cause for the drop of women's pay, while in America, the situation is less obvious.

２. Women's earnings start to drop after the birth of a child and go up gradually until they reach the original level.

３. Women with children are paid less than women without children because the former prefer more flexible work schedules.

４. With the entry of more women in the labor force, the wages of women with children will naturally increase.

[14]　Which of the following accords with the author's claim about male-female wage differences with respect to occupational selection?

１. Men take dangerous jobs more often than women, and as a result, men receive more money than women, thus yielding an obvious advantage for men.

２. Men receive extra wages for dangerous jobs, and the appearance of higher pay gives us a false impression that their wages are higher than women's.

３. If women select dangerous and unpleasant jobs, they will receive the same pay as men receive for such jobs.

４. We will take it for granted that there exist gender differences in wages as long as men tend to work in hazardous situations.

［15］ The “mommy track” phenomenon is mentioned to explain gender differences in terms of hours of paid work. It refers to

1. a working condition under which women with children can continue working with less required hours of work.

２. a work-sharing system for women who would rather cut their own hours than see a friend lose her job.

3 a career course for women who want to work on schedules adjustable according to their own need.

4 a type of work designed for mothers who want to take their children to their workplaces.

［16］ Which of the following is not mentioned in the 7th and 8th paragraphs?

1 Surgeons are predominantly men because women tend to choose more flexible and less demanding work such as dermatology and radiology.

２. Some jobs have unions which tend to exclude women from becoming their members, and consequently, it is hard for women to choose those jobs.

3 Women are expected to take on heavier parenting demands, which put women in an unequal position even if they are given equal pay.

4 It is difficult to demonstrate clearly how and to what extent gender discrimination exists in the workplace.

大学別対策講座　慶應義塾大英語　復習テスト　最終回

下線部を日本語に訳しなさい。

1. The earnings drop associated with motherhood is close to one-third.

（　　　　　　　　　　　　　　　）所得の下落は３分の１（　　　　　　　　）。

2. The parenthood pay declines suffered by women stem from a variety of sources.

（　　　　　　　）母親の賃金の（　　　　　）は（　　　　　　　　　　　　　　　）。

3. It is worth emphasizing that no similar effect is observed with men.

似たような影響は男性には見られないと（　　　　　　　　　）。

* この文の it の役割は？　　　　　（　　　　　　　　　）

4. Despite the widespread entry of women into the labor force, they retain the primary responsibility for child care at home.

（　　　　　　　　　　　　　　　　　　　　　　　　　　　），彼女達は家庭で子育ての（　　　　　　　　　　　　　　　　　　　　）。

5. In equilibrium, these extra wages do no more than offset the extra hazards.

（　　　　　　　　　　），このプラスの賃金は，余計な（　　　　　　　　　　　　　）を（　　　　　　　　　　）。

空欄に適切な日本語，英語を書きなさい。

6	qualify	
7	feasible	
8	correspondingly	
9	enforcement	
10		支配する
11	opposition	
12	deceiving	
13		貢献する
14	in excess of	
15	substantial	
16	constitute	
17	flexible	
18	surgical	
19	intensively	
20	overstate	

慶應義塾大英語　第10講　解答

＜解答＞

［1］　1　　［2］　3　　［3］　2　　［4］　1　　［5］　3
［6］　2　　［7］　3　　［8］　2　　［9］　1　　［10］　3
［11］　2　　［12］　3　　［13］　3　　［14］　2　　［15］　1
［16］　1

＜全訳＞

その何かとは，実は三つのことである。まずはじめに，女性の賃金は子どもがいるかいないかにきわめて影響を受けやすい。例えば，イギリスでは，この問題が熱心に研究されていて，女性の平均賃金は，最初の子を出産する少し前から急落し始め，そして子どもが10代になるまで下がり続ける。最初の子どもが二十歳くらいになると，所得は復活し始めるが，決して回復はしない。母親であることに関する所得の下落は，３分の１近くであり，家が空になってもその下落の３分の１しか取り戻せない。アメリカのデータが示すには，同じパターンが，大西洋のこちら側でも存在する。

女性が苦しむ親時代の給与の下落は，さまざまな要因が原因だ。なかには，仕事の責任や時間を減らした，“お母さんコース”に乗せられる人もいるし，第一子が生まれたころに，より融通の利く労働時間帯だが，それに応じて，給与も安い仕事を選び，別の会社へと移動する者もいる。全般的に，24歳で子供を産む平均的スキルを持った女性は，子どもを産まない女性に比べて，経歴上，ほぼ100万ドル少ない報酬を受け取る。同様の影響は男性には見られないことを強調することは価値がある。実際に，子どものいる男性は子どものいない男性より所得が多い証拠がある。こうした発見は，多くの人にはさほど驚きとはならないある事実を強く示す。女性が労働力に広く加わっているにもかかわらず，家庭での子育てに重要な責任を持ち続け，自分の経歴を結果として苦しめてしまう。

男女間の賃金差を説明できる職場における第二の要因は，職業選択である。女性に比べて男性は，危険または不快な有給の職業に集められる傾向にある。漁業，建築，警察，消防士，トラックの運転手，鉱夫など，わずかしかあげられないが，平均よりずっと危険な職業で，男性が主に行っている。結果として，男性が，職務中の死の92％を占める。危険な仕事は，職務中の死やけがの他と差のあるリ

スクを伴うことで，プラスの賃金を補償すると知られるものを提供する。均衡を取るのに，このプラスの賃金は，プラスの危険を相殺するだけなのである。たとえ仕事への教育的，そして他の必要条件の割に，調査した所得は高く見えたとしても，見た目にだまされているのである。リスクを調節すると，その賃金の価値は実際には，そんなに危険でない仕事と変わらない。しかし，高給だという見せかけが，測定された性別間の差の原因にもなっている。

給与に影響する三つ目の鍵となる要因は，労働時間である。男性は有給の仕事で，女性の二倍，週に 50 時間を超えて，働く可能性が高い。全般的に，男性の週ごとの有給の平均労働時間は，女性より約 15% 長い。男性はまた，女性よりもアルバイトではなくて，正社員の可能性が高く，賃金の差は膨大になってしまう。例えば，平均して週に 44 時間対 34 時間働くことは，性別にかかわらず，二倍以上の賃金を生み出す。労働時間のこの実質的な性別間の差は，一部“お母さんコース”現象が原因だが，残る問題は，このことが雇用者側の差別を構成するのか，女性の選択による結果なのか，ということだ。

はっきりとはその疑問に答えられないが，職業選択におけるいくつかの違いは差別が原因と信じる理由がある。例えば，最も高給取りの肉体労働は，たいてい組合系の仕事であり，産業，職業別組合は女性組合員に対する反対の長い歴史がある。あるいは医療を考えてみよう。女性は，皮膚病学や放射線医学のような専門家がずっと多くなってきており，そこではより時間の融通が利くし，労働時間も制限されていて，アルバイト業務も可能なのだ。しかし多くの内科医が主張するには，高給の外科医の専門家で女性の著しい標本不足は，女性が好む職業的選択を反映しているというよりむしろ，いくぶんかは女性差別の結果である。もしこの主張が正しいなら，特定の専門分野での女性が，その分野での男性と同じ給与だとしても，高給の地位から女性を除くことで，女性の平均賃金は下がり，彼女たちの暮らしは貧しくなるであろう。

職場における性差別の程度は，すぐには，確実には解消されそうにない。所得の違いを測ると，経験や教育，他の要因を説明するものでさえ，平等に資格のある男女間の本当の給与の違いを明らかに大げさに述べている。しかし，ちょうど同じくらい確かなこととして，主として女性に課されたより過重な育児の要求を考慮すると，平等な給与を受け取った時でさえ，平等な労働に対してとはいえない。

第 10 講　重要語彙リスト

1	sensitive	敏感な	20	deceiving	だます
2	intensively	集中的に	21	contribute to	〜に貢献する
3	revive	復活する	22	in excess of	〜を超えて
4	regain	取り戻す	23	substantial	相当の
5	decline	減少	24	due to	〜が原因の
6	stem from	〜が原因だ	25	phenomenon	現象
7	responsibility	責任	26	constitute	構成する
8	flexible	融通の利く	27	definitively	はっきりと
9	correspondingly	一致して	28	union	組合
10	compensation	補償	29	opposition	反対
11	emphasize	強調する	30	dermatology	皮膚病学
12	come as no surprise	驚きではない	31	radiology	放射線医学
13	retain	保つ	32	feasible	実行可能な
14	primary	重要な	33	underrepresentation	代表されない
15	enforcement	執行	34	surgical	外科の
16	dominate	支配する	35	exclusion	排除
17	hazardous	危険な	36	overstate	言い過ぎる
18	equilibrium	平衡	37	qualify	資格のある
19	offset	相殺する	38	given 〜	〜を考慮すると

第 10 講　音読用白文　① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

That something is actually three things. First, / women's pay is extremely sensitive / to whether or not they have children. In Britain, for example, / where this issue has been studied intensively, / the average pay earned by a woman / begins to fall shortly / before the birth of her first child / and continues to drop / until the child becomes a teenager. Although earnings begin to revive / once the first child passes the age of twenty or so, / they never fully recover. The earnings drop associated with motherhood / is close to one-third, / and only one-third of that drop is regained / after the nest is empty. American data suggest / that the same pattern is present on this side

of the Atlantic.

The parenthood pay declines suffered by women / stem from a variety of sources: Some are put on the "mommy track," / with reduced responsibilities and hours of work; / others move to different employers / around the time their first child is born, / taking jobs / that offer more flexible work schedules but offer correspondingly lower pay as well. Overall, / a woman with average skills / who has a child at age twenty-four / can expect to receive nearly $1 million less compensation / over her career, compared to one / who remains childless. It is worth emphasizing / that no similar effect is observed with men. In fact, / there is some evidence / that men with children are actually paid / more than men without children. These findings strongly suggest a fact / that will come as no surprise to most people: Despite the widespread entry of women into the labor force, / they retain the primary responsibility / for child care at home, and their careers suffer as a result.

The second factor at work / in explaining male-female wage differences / is occupational selection. Compared to women, / men tend to be concentrated in paid employment / that is dangerous or unpleasant. Commercial fishing, construction, law enforcement, firefighting, truck driving, and mining, to name but a few, / are occupations / that are much more dangerous than average and are dominated by men. As a result, / men represent 92 percent of all occupational deaths. Hazardous jobs offer / what is known as a compensating differential, extra pay / for assuming the differential risk of death or injury on the job. In equilibrium, / these extra wages do no more than offset the extra hazards. So even though measured earnings look high / relative to the educational and other requirements of the jobs, / appearances are deceiving.

After adjusting for risk, / the value of that pay is really no greater / than for less hazardous employment — / but the appearance of higher pay / contributes to the measured gender gap.

The third key factor influencing pay / is hours of work. Men are more than twice as likely / as women to work / in excess of fifty hours a week / in paid employment. Overall, / the average paid workweek for men / is about 15 percent longer / than it is for women. Men are also more likely than women to be in full-time, / rather than part-time, paid employment, / and the wage

differences here can be huge. Working an average of forty-four hours per week / versus thirty-four hours per week, for example, / yields more than twice the pay, / regardless of gender. This substantial gender gap in hours of paid work / is due in part to the “mommy track” phenomenon, / but the question that remains is, / does this constitute discrimination / on the part of employers, or is it the result of choices by women?

Although we cannot answer that question definitively, / there is reason to believe / that some differences in occupational choice / are due to discrimination. For example, / the highest-paying blue-collar jobs / are typically union jobs, / and industrial and crafts unions have had a long history / of opposition to women as members. Or consider medicine. Women are becoming much more numerous in specialties / such as dermatology and radiology, where schedules tend to be more flexible, / hours of work can be limited,/ and part-time practice is feasible. But many physicians would argue/ that the noticeable underrepresentation of women / in the high-paying surgical specialties / is partly the result of discrimination against women, / rather than reflecting the occupational choices / preferred by women. If this argument is correct, / then even if women in a given specialty / are paid the same as men in that specialty, / the exclusion of women from high-paying slots / will lower their average wages / and make them worse off.

The extent of gender discrimination in the workplace / is unlikely to be definitively settled / anytime soon. Measured earnings differences, even those / that account for experience, education, and other factors, / clearly overstate the true pay gap / between equally qualified men and women. Just as surely, however, / given the heavier parenting demands / typically made on women, even when they receive equal pay, / it is not for equal work.